

GENDER POLICY

NMKRV was founded as a college exclusively for women to meet the demand of the social milieu during the 1970s. The founders were aware that many parents were on the lookout for a safe educational institution to send their daughters to. There were few to the South of Bangalore, and so the founding of NMKRV was a bold act of Social Engineering.

With only women students on campus, usual Gender related issues were almost nil. The faculty was not restricted to women, and so we have always had men on the faculty and other areas of administration. The only challenge was to make our students aware of the oppression and discrimination of women in the society. Even though many had overcome the first hurdle of control by enrolling themselves in NMKRV for their graduation, the onerous task of making them understand the reality was ours. We encounter denial, defense and indifference, yet we continue to convey information through the course content – the syllabus, Guest Lectures, Discussions, Films and Thought-Provoking Projects. This we believe is absolutely necessary, because these students are the ones who will become professionals in various fields that will be directly responsible in making decisions and bringing about social changes.

The following information and policies are conveyed to them through various sources.

- The main purpose of the Gender Policy is to establish a clear vision for the process of influencing policies, procedures and practices which have the potential to accelerate the act of Gender Equality, Gender Justice, Non-discrimination, and Fundamental Human Rights. The first and foremost being – ‘the right to be born’ - Infant foeticide; aborting female foetus is an hidden occurrence. As per the Pre-conception and Pre-Natal Diagnostic Techniques Act, 1994, sex determination is illegal in India.
- Gender Mainstreaming, as a strategy to improve the quality of public policies, programs and projects, ensures efficient allocation of resources for a socially sustainable society. Examples: 1) Quota of reservation for women in all governmental boards, panels and committees 2) Ownership, Inheritance and Property Rights.

- Gender Sensitive Language: Texts referring to or addressing both women and men to make them equally visible and removal of derogatory reference to the dignity of women from public documents and legal instruments.
- Safety at Work and Home: Grievance and Anti-Sexual Harassment Cells at work. Domestic violence - its nature and information regarding penal punishment, arrest and legal course of action.
- Health and Nutritional Facts: Diet, Healthy habits, Benefits of Exercise, Regular Medical Checkup, Risks and Morbidity, Diseases and Infections, and De-Stress Activities.
- Parental Leave Provisions: Maternity and Paternity – to engage equally in childcare, and the National Demographic Goals for Infant Mortality Rate (IMR) and Maternal Mortality Rate (MMR) set out in the National Population Policy of 2000.
- Depiction and Exploitation through Social Media, Objectification of Women.
- Online Stalking and Harassment.

To mitigate the disparate impact of Economic Development and Globalization on people, we at NMKRV, offer the above-mentioned information as a pre-emptive measure.